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UNITED NATIONS COMMON SYSTEM

UNITED NATIONS PENSION SYSTEM

Note by the Secretary-General

The Secretary-General has the honour to transmit herewith, for consideration by the General Assembly, a statement adopted by the Administrative Committee on Coordination (ACC) at its second regular session of 1992.

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Annex

STATEMENT BY THE ADMINISTRATIVE COMMITTEE ON COORDINATION

The Administrative Committee on Coordination (ACC) decided to adopt the following statement for submission to the General Assembly:

"The organizations which make up the United Nations common system are responsible for increasingly diverse and complex programmes. New demands are being placed on them continuously by the international community, whether it be for peace-keeping, for development assistance, for meeting the needs of uprooted populations, or for the provision of technical advice. The pace and the extent of these demands are straining the human and financial resources of the organizations to the limit.

"Furthermore, in many instances the staff are required to carry out their duties in conditions which pose a real threat to their security. Lives have been lost.

"In these circumstances it is of paramount importance that the conditions of service of United Nations common system staff be competitive. This means improving conditions where they are shown to be deficient, and it means not reducing conditions which have given proof of their viability over the years.

"The conditions of the Professional and higher categories of staff are not competitive. Those of the General Service category staff are. The solution lies not in reducing the conditions of staff in the General Service category, but in enhancing the conditions of their Professional and higher category colleagues. ACC welcomes the improvements proposed by the International Civil Service Commission (ICSC) to the General Assembly this year on education grant, base/floor salary scale, mobility and hardship allowances and dependency allowances. But much more needs to be done.

"ACC has made several specific proposals in the last few years. a/ These initiatives have borne little fruit. In addition, staff organizations, which with ACC are partners in the consultative arrangements provided for in the statute of the Commission, have withdrawn from those arrangements until further notice. The consultative process is undermined.

"ACC believes that action is needed now. Lack of concerted and timely action will continue to provoke individual attempts to remedy what are seen as the most glaring deficiencies, with the attendant risks to the cohesion of the common system. The organizations are anxious that the common system should move forward as one on these vital questions.

"Accordingly, ACC requests the General Assembly:

"(a) To endorse the recommendations of ICSC with regard to the base/floor salary scale, mobility and hardship allowances, education grant and dependency allowances;

"(b) To invite ICSC to pursue its examination of the competitiveness of the common system and, in particular, that of staff in the Professional and higher categories, by considering as a matter of urgency and for consideration by the General Assembly in 1993 an updated application of the Noblemaire principle so that all relevant features of the highest-paid civil service are taken into account, as well as remuneration levels offered by other international employers, such as the World Bank and the International Monetary Fund, which are known to be more competitive than the common system;

"(c) To note the concern of ACC that in considering the salary and pension methodologies for the General Service category, any modifications should be technically sound and should not result in an erosion of current conditions. ACC urges that the recommendations of ICSC pertaining to the methodology for determining pensionable remuneration be deferred until the results of using the new recommended salary survey methodology are known;

"(d) To consider positively at the current session the recommendations of ICSC already before the Assembly calling for an increase of between 7 and 11 per cent in the remuneration at the ASG and USG levels, as well as the recommendations of ACC to the Commission concerning increases of 3 and 5 per cent at the levels of D-1 and D-2 respectively."

Notes

a/ A/C.5/45/43, note by the Secretary-General; A/C.5/46/31, note by the Secretary-General; ACC decision 1989/21; ACC decision 1991/4; ACC decision 1992/3; ICSC/36/R.8, document prepared in accordance with ACC decision 1992/3.